

DSCYF Strategic Plan 2022 - 2027

BACKGROUND

In 2020, the Delaware Department of Services for Children, Youth and Their Families (DSCYF) embarked on a Strategic Planning Process to develop a roadmap to drive organizational transformation over the next five years. The roadmap will operationalize and strengthen DSCYF's family and community centered mission and develop an integrated and interoperable practice model that supports children and families regardless of which Division/program brings them into contact with the Department.



MISSION

Engage families and communities to promote the safety and well-being of children through prevention, intervention, treatment, and rehabilitative services

VALUES

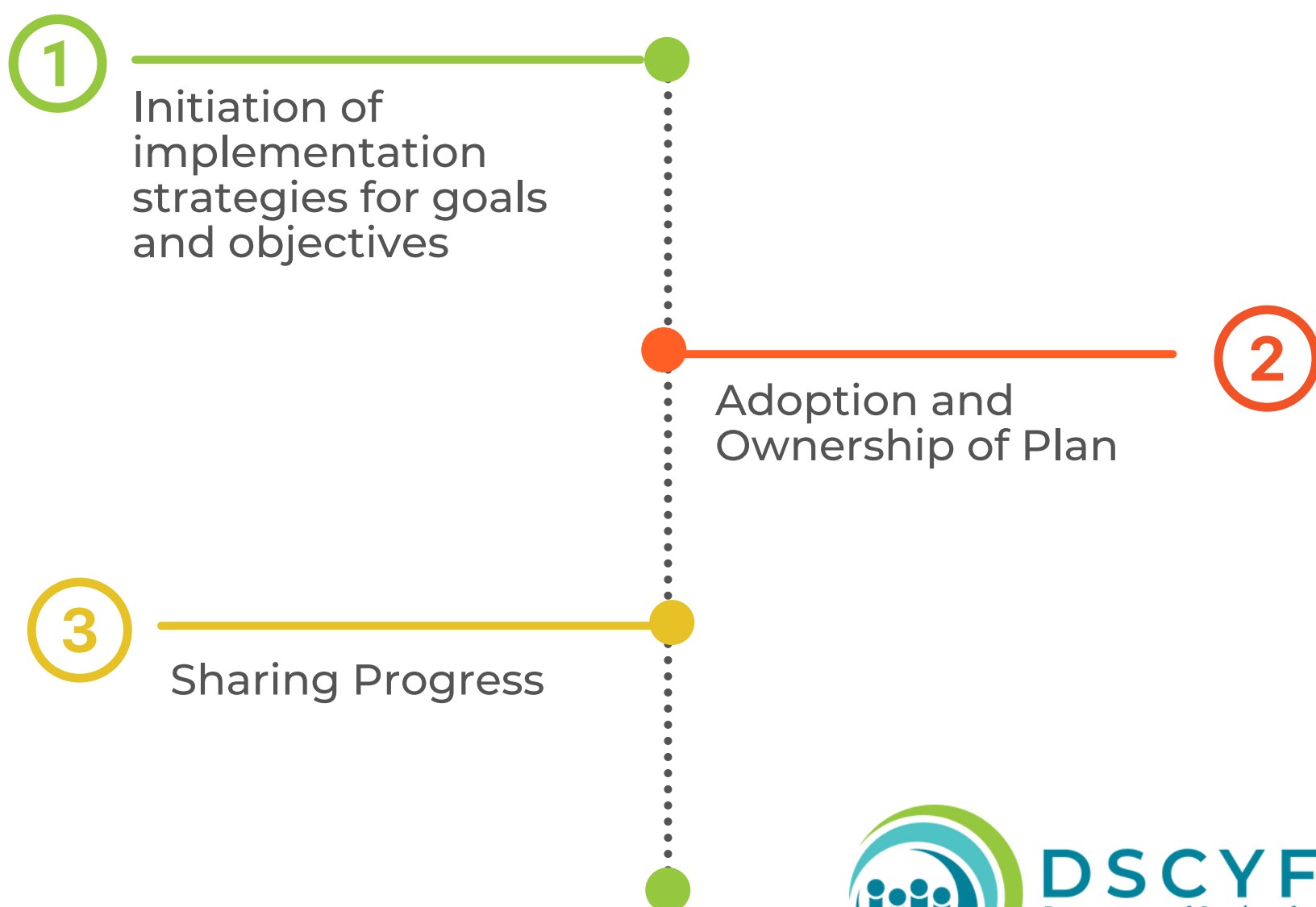
- Safety
- Respect
- Compassion
- Collaboration

VISION

Safe and healthy children, resilient families, strong communities.

NEXT STEPS

Upon launch of the Strategic Plan, the Department's leadership team will pivot and refocus its efforts towards the following implementation related activities:



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STRATEGIC GOALS AND OBJECTIVES

GOAL 1

Utilize best practice framework across entire Department that emphasizes child and family engagement and empowerment.



Implement 5 Core Best practices to be deployed across Dept:

- Family Team Meetings (practice)
- Trauma-Informed Care (framework)
- Systems of Care (framework)
- Motivational Interviewing (practice/skill)
- Family and Youth Peer Support (practice)



Build cultural competence, cultural humility and cultural responsiveness and into all aspects of our work



Incorporate a multi-generational approach

GOAL 2

Improve Integration of practice and infrastructure across divisions



Improve coordination across DSCYF divisions to ensure families have a coordinated approach.



Maximize FOCUS capabilities and support to ensure cross-divisional coordination and information sharing, improve FOCUS utilization, and achieve data-practice fidelity.



Build infrastructure and processes to increase awareness of program service availability across divisions

GOAL 3

Expand and institutionalize data-driven decision making



Establish and implement a shared vision and common goals to govern data quality and integration



Collect and communicate data to show meaningful outcomes for Delaware children and families to support advocacy, transparency and accountability efforts



Establish a culture of continuous quality improvement within DSCYF

GOAL 4

Ensure qualified, competent and supported workforce



Strengthen supervisory competencies and performance expectations around integrated practice, collaboration and skills to support their staff



Enhance training on data collection



Enhance cross divisional training communication and procedures for integrated case practice



Enhance recruitment and retention opportunities for all staff, especially front line staff and supervisors



Provide accessible communication pathways between staff and leadership



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